



He Ara Whakaurunga Kanorau | Diversity and Inclusion Strategy: Progress Report February 2025

Purpose of this report:

He Ara Whakaurunga Kanorau | Diversity and Inclusion Strategy (the Strategy) was published on 1 June 2022. Progress reports on the Strategy will be provided to the NZFC Board twice a year and published on the NZFC website. This is an action under Outcome 2 of the Strategy: We understand the makeup of our industry and see progress in diversity and inclusion. It is also part of our commitment to accountability and transparency

Outcome 1: The NZFC has a workplace culture that is diverse, inclusive and equitable

| Action | Target | Actual 2022 | Actual 2023 | Actual 2024 | Notes/Results |
|---|---|-------------|--|--|---|
| Create an internal diversity calendar of events and all staff participate in observing events of significance. | Each year, 90% of NZFC staff agree that people from all backgrounds and cultures feel included, welcomed and valued in this organisation. | 81% | 72% | 87% | In 2024 we observed Chinese New Year, International Women's Day, NZ Sign Language Week, and Global Accessibility Awareness Day. |
| Develop a training module for NZFC staff that includes Unconscious Bias, Te Tiriti o Waitangi, Bullying and Harassment, Te Arawhiti Māori-Crown Relationship training, Racial Equity and Institutionalised Racism training. | 95% of staff attend in-person training. Each year, 100% of new and existing staff complete online module course. | N/A | 92% of staff have completed an online module course. 96% have completed in-person training. | 98% of staff have completed in person training | |
| Create an internal intranet for NZFC staff that is regularly updated with resources and | Each year, 80% of staff agree they can easily access and share diversity | 79% | 86% | 91% | |

| Action | Target | Actual 2022 | Actual 2023 | Actual 2024 | Notes/Results |
|---|--|-------------|-------------|-------------|---------------|
| information on diversity and inclusion. | and inclusion resources with colleagues | | | | |
| Diversity and Inclusion is included in the induction process for new staff members. | Each year, 100% of new staff have completed a Diversity and Inclusion induction discussion. | 80% | 100% | 100% | |
| Undertake a review of all organisational policies to align with Te Rautaki Strategy and the Diversity and Inclusion Strategy. | Each year, 70% of staff agree that diversity and inclusion is clearly reflected in our policies and processes. | 81% | 78% | 87% | |
| Develop a set of diversity and inclusion principles that will guide NZFC engagement with stakeholders. | Target to be developed | N/A | N/A | TBC | |
| Collect demographic data for NZFC staff in line with Statistics New Zealand Standards. | Each year, 90% of staff demographic data recorded and aligned to Statistics New Zealand Standards | 76% | 100% | 85% | |
| Identify accessibility requirements and working arrangements needed to support all NZFC staff. | Adjustments are provided for 100% of NZFC staff who indicate their accessibility requirements. | 100% | 100% | 100% | |
| Update recruitment policy and process to attract, recruit and retain a diverse community of staff. | Target to be developed | N/A | N/A | TBC | |

Outcome 2: We understand the makeup of our industry and see progress in diversity and inclusion

| Action | Target | Actual 2022 | Actual 2023 | Actual 2024 | Notes/Results |
|---|--|-------------|--------------|--------------|---|
| Re-evaluate and standardise the collection of applicant demographic data across all funding initiatives. | Standardised demographic data collection is added to all applicable applications | N/A | Achieved | Achieved | This is now considered BAU. |
| Host regular hui with the industry to identify key issues and barriers (in addition to regular Departmental engagement) | Two hui held with Industry Leadership Group per year. | Achieved | Not achieved | Not achieved | Due to the restructure and limited resources, we have not been able to hold a hui this year. We have engaged with the Industry Leadership Group on the development of the Industry Survey. |
| Survey NZFC staff on diversity and inclusion to track progress. | Employee participation in NZFC Diversity and Inclusion Survey is 90% | 82% | 89% | 72% | |
| Undertake biennial diversity and inclusion industry survey | Results are published and shared with the industry and key stakeholders. Data and outcomes will be used to drive policy decisions. | N/A | N/A | TBC | The survey has been conducted and closed. Currently waiting on results from survey company. |
| Develop a half-yearly progress report for Leadership Team and Board discussion | Report to the Board in the July and December Board meetings and publish on the NZFC website | Achieved | Achieved | Achieved | |
| Report on the progress of the Strategy in compliance reporting | Report on Diversity and Inclusion progress to the Ministry of Culture and Heritage quarterly and annually | Achieved | Achieved | Achieved | |

Outcome 3: NZFC practices, processes and services are accessible

| Action | Target | Actual 2022 | Actual 2023 | Actual 2024 | Notes/Results |
|--|---|-------------|-------------|-------------|---|
| Staff training to make external communications more accessible. | In 2024, 70% of staff have completed MSD Accessibility Training | N/A | 68% | 56% | Percentage is low this year due to number of new staff and restructure. New staff will be booked into training in early 2025. |
| Educate staff on the importance of pronouns and encourage use in email signatures. | Information on pronoun use is included in induction materials for all new NZFC staff | Achieved | Achieved | Achieved | |
| Create an accessibility policy | Percentage of staff who identify as disabled who feel supported by the organisation in relation to their disability and accessibility requirements. | N/A | 100% | 100% | |
| Review of all funding guidelines to ensure they are accessible | All NZFC funding guidelines are re-designed in accordance with MSD Accessibility standards, provided in alternative formats and published on the NZFC website | N/A | N/A | TBC | |
| Develop a set of guidelines to ensure Māori, cultural and accessibility requirements are part of the publication process | By 2024, all NZFC publications are available in alternative formats and are designed in accordance with agreed accessibility/cultural processes | N/A | N/A | TBC | Guidelines have been created and published on NZFC intranet. |

Outcome 4: Talent and skills development opportunities are equitable and inclusive

| Action | Target | Actual 2022 | Actual 2023 | Actual 2024 | Notes/Results |
|--|--|-------------|-------------|-------------|---|
| Facilitate internship programmes at the NZFC to increase knowledge and awareness of the screen eco system. | Target to be developed | N/A | N/A | TBC | Given the recent changes in the organisation, this has been placed on hold. |
| Use NZFC research to tailor new and existing Talent Development funding at applicants from underrepresented communities to support transition from Talent Development to Development and Production. | Target to be developed | N/A | N/A | TBC | |
| Spotlight and promote diverse talent domestically and internationally through online events and/or publications. | Five events are held in person or online and/or publications are distributed focusing on diverse filmmakers per year | N/A | Achieved | Achieved | |

Outcome 5: Diverse realities are represented on and off camera

| Action | Target | Actual 2022 | Actual 2023 | Actual 2024 | Notes/Results |
|---|---|-------------|--------------|-------------|--|
| Re-evaluate and standardise the collection of assessor demographic data across all funding initiatives. | 100% of assessor demographic data for D&P assessors collected and recorded by June 2022 | N/A | 100% | 100% | This is now BAU |
| Names of assessors across all funds are published on the NZFC website | Names of all assessors across NZFC funds are published on NZFC website by June 2022 | N/A | Achieved | Achieved | |
| Conduct a review of the Funding Assessment Process and Policy | Target to be developed | N/A | N/A | TBC | |
| Review the NZFC Gender Policy | Gender Policy is reviewed by 2023 | N/A | Not achieved | TBC | |
| Re-evaluate and standardise diversity and inclusion requirements in all NZFC funds | Target to be developed | N/A | N/A | TBC | |
| Define and develop a cultural safety policy in partnership with the industry. | Target to be developed | N/A | N/A | TBC | NZFC staff are currently having discussions with members of the industry on this action. |
| Establish a process for cultural safety concerns on NZFC-funded projects to be addressed. | Target to be developed | N/A | N/A | TBC | NZFC staff are currently having discussions with members of the industry on this action. |